



# **Notes from the Director**

**No. 59**

5 November 1980

## **TOP MANAGERS TAKE STOCK**

of the Agency's top managers, with assistance from a management consultant firm, have been involved in a management stock taking process for the past month and a half.

The DDCI, the Deputy Directors and their office directors, the Heads of Independent Offices and their deputies, and I first measured how well we thought our management procedures were working, and how and where we believed they needed improvement. That survey showed that we stand considerably above most government agencies and business corporations in the quality of our management and how realistically we view ourselves.

Then we looked at how we might improve. A series of specific recommendations evolved like reducing paperwork and improving security which we shall pursue further. There was general endorsement of the long-range planning process which we recently began through the Executive Committee.

But probably most important to each of you was the endorsement of our personnel management procedures. Everyone felt that the changes which have been made in the promotion system, in personnel planning and evaluation, and in other personnel procedures are definite improvements. It was agreed that it was now time to consolidate those gains and test them.

Overall it was both a rewarding and important opportunity to look at ourselves and our procedures objectively.

## **LESLIE C. DIRKS WINS MEMBERSHIP IN THE NATIONAL ACADEMY OF ENGINEERING**

Leslie C. Dirks, Deputy Director for Science and Technology, was admitted to the National Academy of Engineering on 29 October 1980. The National Academy of Engineering is an organization of distinguished engineers under the National Academy of Sciences. Membership in the Academy is based on important contributions to engineering theory or practice and pioneering accomplishments in new and developing fields of technology. Les' recognition is unique in the history of the Academy because the Academy is a public organization and Les' engineering accomplishments have largely been in classified programs.

STAT

This recognition is not only a tribute to Les' outstanding accomplishments over many years, but, as he told me, "the honor should be shared by all the superb Agency personnel who have contributed to our programs, causing the National Academy to extend this recognition." I agree wholeheartedly and salute each of you for this honor as well as saluting Les for the fine leadership he has provided.

## SECRECY AGREEMENT AND PREPUBLICATION REVIEW

Headquarters Notice [ ] has recently been published to help prospective authors understand the Agency's policy on prepublication review of manuscripts written by current or former employees. The Notice explains the Agency's manuscript review policy, describes the types of materials that require review and provides examples.

If, after reading [ ] you have questions about this policy, the Office of General Counsel [ ] or the Office of Public Affairs (Executive Secretary of the Publications Review Board— [ ]) will be happy to discuss your manuscript or writing plans to help simplify the process.



STANSFIELD TURNER  
Director

STAT

STAT

STAT